

# 14TH ANNUAL SIOP LEADING EDGE CONSORTIUM



## HIGH POTENTIAL:

IDENTIFYING, DEVELOPING &  
RETAINING FUTURE LEADERS

RENAISSANCE BALTIMORE HARBORPLACE HOTEL

OCTOBER 19–20, 2018

WORKSHOPS: OCTOBER 18

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## ***Greetings LEC Guests,***

Welcome to the 14th Annual SIOP Leading Edge Consortium (LEC)  
in Charm City—Baltimore, MD.

We can hardly wait to hear about the insights you gain and networking connections you make at the LEC.

Once again, the LEC begins with three strong preconsortium workshops, which provide a deeper dive in to key HiPo topics.

The next few days bring us all a unique opportunity to learn from leaders in our field and to deepen our own knowledge of high-potential talent.

The outstanding LEC team includes the LEC planning committee—Rob Silzer, Allan Church, David Baker, Karen Grabow, Rafi Prager, John Scott, and Lorainne Stomski—as well as the SIOP Administrative Office staff. Their strong commitment to making this event a success has produced a program full of valuable insights and useful applications. As you participate in the consortium over the next few days, we invite you to share your learning with others and help ensure that the content of this LEC lives on far beyond our time together.

Thank you for being part of this important professional learning opportunity!



*Rob Silzer*

Rob Silzer  
LEC 2018 Co-Chair  
HR Assessment and Development/Baruch CUNY



*Allan Church*

Allan Church  
LEC 2018 Co-Chair  
PepsiCo

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### **2018 LEC Planning Committee**

**Co-Chair – Rob Silzer, HR Assessment and Development/Baruch CUNY**

**Co-Chair - Allan Church, PepsiCo**

**David Baker, IMPAQ International**

**Karen Grabow, Grabow Consulting, LLC**

**Raphael Y. Prager, PepsiCo**

**John Scott, APT Metrics**

**Lorraine Stomski, Walmart**

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# Thursday, October 18

7:00 am: Registration Opens

7:30 am: Coffee  
Baltimore Ballroom

8:30 am: AM Workshops Begin

*Workshop 1: Identifying and Assessing High-Potential Leadership Talent*  
(This workshop is eligible for Continuing Education credits)  
Baltimore A

Presenters:

Dr. John Scott, COO, APTMetrics

Dr. Rob Silzer, Managing Director HR Assessment & Development,  
Doctoral Faculty, Baruch/Graduate Center, CUNY

Dr. Matt Paese, Senior Vice President | Succession & C-Suite Services | DDI

*Workshop 2: Agile Approaches to Developing Agile High Potentials*  
Baltimore B

Presenters:

Dr. Jeff McHenry, Rainier Leadership Solutions

Andrew Webster, ExperiencePoint

Robin Cohen, Johnson & Johnson

Lorraine Stomski, Walmart

*Workshop 3: Building Integrated and Sustainable High-Potential Talent Management Programs*  
(This workshop is eligible for Continuing Education credits)  
Maryland B

Presenters:

Dr. Allan H. Church, SVP Global Talent Assessment & Development, PepsiCo

Dr. Laura Mattimore, VP Global Talent, The Procter & Gamble Company

Dr. Seymour Adler, Partner, Aon Hewitt

10:00 am: Break (15 minutes)

12:00: Lunch on Own

1:30 pm: PM Workshops Begin

3:00 pm: Break (15 minutes)

6:00 pm: Welcome Reception, Presented by  
U.S.S. Constellation



# Friday, October 19

- 7:00 am: Registration Opens
- 7:00 am: Breakfast  
Baltimore Ballroom
- 8:00 am: Welcome and Introduction
- 8:15 am: Marcia Avedon, Ingersoll Rand  
*Building the High-Potential Pipeline to Achieve Strategic, Operational and Cultural Goals: The Board of Directors Perspective*
- 8:50 am: Rob Silzer, HR Assessment & Development/Baruch, Graduate Center, CUNY  
*The Potential for Leadership*
- 9:25 am: HIP Talk: High-Potential Identification and Assessment issues  
Alison Hartmann, IBM  
*Living in a UX World: Evolving the Assessment Experience in the Age of the Linkster*  
Rafi Prager, PepsiCo  
*Using Personality to Predict Potential: When it Matters Most*  
Joe Garcia, Home Depot  
*What's Old Is New: Why Traditional Methods Are Still the Best for Building Field Officer Bench at The Home Depot*
- 10:00 am: Break (30 minutes)  
(Final opportunity to sign up for Networking Dinners or change a Networking Dinner reservation. Check your status at the registration desk.)
- 10:30 am: Laura Mattimore, P&G  
*Where, Oh Where, Is All the Top Talent?*
- 11:05 am: Networking Activity
- 11:25 am: David Day, Claremont McKenna College  
*Estimating and Understanding Personal Trajectories of Leader Development*
- 11:55 am: HR Impact Award Presentation: PepsiCo
- 12:00: Lunch, Presented by SHAKER  
Baltimore Ballroom
- 1:00 pm: Cindy McCauley, CCL  
*Using Experience to Develop High Potentials*




- 1:35 pm: Seymour Adler, AON  
*Nurturing Engaging Leaders*
- 2:10 pm: Carol Surface, Medtronic  
*Thriving, Not Just Surviving, the Mega Merger: Scaling Talent Development Systems During Organizational Transformation*
- 2:45 pm: LEC Committee Panel  
Audience Q&A
- 3:00 pm: Break
- 3:30 pm: HIP Talk: High-Potential Development Issues  
Mike Benson, General Mills  
*Supporting HiPos in a Brave New World of Networked Teams and Organizations*  
Lorraine Stomski, WalMart  
*Design Thinking—Taking HiPo Talent From End to End*  
Robin Cohen, J&J  
*Leading Finance Into the Future With HiPo Talent*
- 4:00 pm: Jane Ewing, Walmart  
*Building Global Leaders at Walmart*
- 4:30 pm: David Rodriguez, Marriott  
*Organizational Culture and the Search for Unicorns*
- 5:00 pm: LEC Committee Chairs  
Audience Q&A, Preview Day 2
- 5:30 pm: Networking Reception, Presented by Maryland Foyer
- 6:30 pm: Depart for Networking Dinners





# Saturday, October 20

- 7:00 am: Registration Opens
- 7:00 am: Breakfast  
Baltimore Ballroom
- 8:00 am: Welcome, Opening
- 8:15 am: Matt Paese, DDI  
*Power and Perils of the Underdog*
- 8:55 am: Karen Paul, 3M,  
*Failure to Launch: Why HiPos Fail*
- 9:30 am: Allan H. Church, PepsiCo  
*Building an Integrated High-Potential Talent Process With Succession in Mind*
- 10:00 am: Coffee Break
- 10:30 am: HIP Talk: High-Potential Programs and Organizational Issues  
Julie Fuller, Nike  
*Finding Balance: Accelerating High-Potential Talent in a People-First Culture*  
Daniela Calefato-Greenblatt and Darin Artman, Bristol Myers Squibb  
*Building a Diverse Leadership Pipeline: Accelerating Talent Growth and Driving Innovation*
- 11:00 am: Networking Activity
- 11:20 am: John Scott, APT  
*Research Agenda for High-Potential Talent*
- 12:00 Lunch, Presented by   
Baltimore Ballroom
- 1:00 pm: Ken Willner, Paul Hastings Law Firm  
*High Potential or High Risk? A Legal Perspective on Assessment of Potential*
- 1:35 pm: Sandra Davis, MDA Leadership  
*Motivation, Secrets, and Hidden Gems for High Potentials*
- 2:10 pm: Bill Byham, DDI,  
*We Have Come a Long Way in Identifying and Developing Leadership Talent, But We Are Not There Yet. What Happens When the Dust Settles?*
- 2:40 pm: Closing Summary  
Audience Debrief

Thank you for attending the 2018 SIOP Leading Edge Consortium.  
We hope to see you next year October 24-26 at the Loews Atlanta Hotel.

***Safe travels!***



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Join us at our LEC Networking Cocktail Hour, Friday, October 19th, 5:30 – 6:30 pm in the Maryland Foyer

And visit our table in the LEC exhibit hall to see the difference that APTMetrics' groundbreaking simulations and assessment processes can make in helping identify, develop and optimally deploy your future leaders.

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# Resource Guide

Thank you to Serena Rozario of University of Maryland, Baltimore County  
for preparing this guide.

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## Websites

[www.siop.org](http://www.siop.org)

[www.saba.com/blog/what-are-the-characteristics-of-a-high-potential-employee](http://www.saba.com/blog/what-are-the-characteristics-of-a-high-potential-employee)

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# Successful organizations must develop **high-potential employees.**

Too often, skills and leadership potential are defined in the same, complex manner across every department and job level. This results in overlooking talented employees and setting up misplaced workers for failure. **Hogan simplifies things.** We recognize skills and personalities differ, though all types of high-potential employees can build and lead teams that consistently outperform the competition. Backed by over 30 years of research, Hogan's High Potential Talent Report makes it easy for organizations to cut through the noise and identify emerging leaders no matter the industry, position, or need.

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